



|    | Vision                                                                                                                                                                                                                                    | Key Deliverables                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Leads                                                    | Key Updates (March 2023)                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| 1. | Create opportunities within ESW to collectively reflect on and discuss race, whiteness, white privilege and inequality, antiracism and decolonising higher education as part of a commitment to ongoing learning.                         | <ul style="list-style-type: none"> <li>- Hold events on the themes of race equality open to staff, students and the wider community which creates space to learn and reflect.</li> <li>- Create a web presence and educative resource around race equality and anti-racist practice</li> <li>- Encourage research centres to develop additional events and activities which relate race equality to their areas of research and collate this activity on the ESW race equality website.</li> <li>- EDI and Race Equality work to be included as a regular agenda item in school meetings.</li> <li>- Create space within the curriculum for students to reflect on their identity as White, Black or other minoritised ethnicity, and how these affect their experiences in education and elsewhere.</li> </ul> | EDI leads, Directors of Research Centres Teaching staff. | <ul style="list-style-type: none"> <li>- <a href="#">Internal staff web pages</a> include self-learning materials, teaching resources and sources of support and inspiration</li> <li>- EDI/Race Equality is now an ongoing agenda item in school meetings</li> <li>- We have held a number of events since 2020 on the theme of race equality (see website for details). We continue to encourage research centres to explore this theme in future activities.</li> </ul> |
| 2. | Develop our expertise by ensuring all staff across professional services, academic departments and research contracts have completed training on equalities and unconscious bias that includes, and also moves beyond, what is mandatory. | <ul style="list-style-type: none"> <li>- Require staff to complete both diversity in the workplace and unconscious bias training.</li> <li>- Offer specific and regular mandatory training on anti-racism to ESW staff. This will be provided by an external facilitator and accompanied with additional follow-up resources.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Line managers<br>EDI leads                               | <ul style="list-style-type: none"> <li>- We are organising Racial Microaggressions training for Spring and Sumw/F3 1co(M)-3(i)!</li> </ul>                                                                                                                                                                                                                                                                                                                                 |

3. Listen to and take seriously the views of UG, PGT and PGR students, and staff in professional service, teaching and research roles across both departments who experience racism.
  - Create spaces for staff who experience racism to share and take action, which reports back, where appropriate, to the EDI committee.
  - Hold termly student forums which report back, where appropriate, to the EDI committee and the DoSE.
  - Include appropriate student representatives within the school to provide ongoing student leadership in improving our school culture. This will include a termly meeting to discuss ongoing actions of this plan with student representatives, the school leadership team and other self-

